

Health *Work* Privacy
 Safety Evaluation
 Occupational Policy
 Data Knowledge
 Administrative Databases
 Surveillance **Injury**

Partnership for Work, Health and Safety

Changing the Present Implementing and evaluating workplace interventions to improve occupational health and safety

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a place of mind

Carrots and sticks

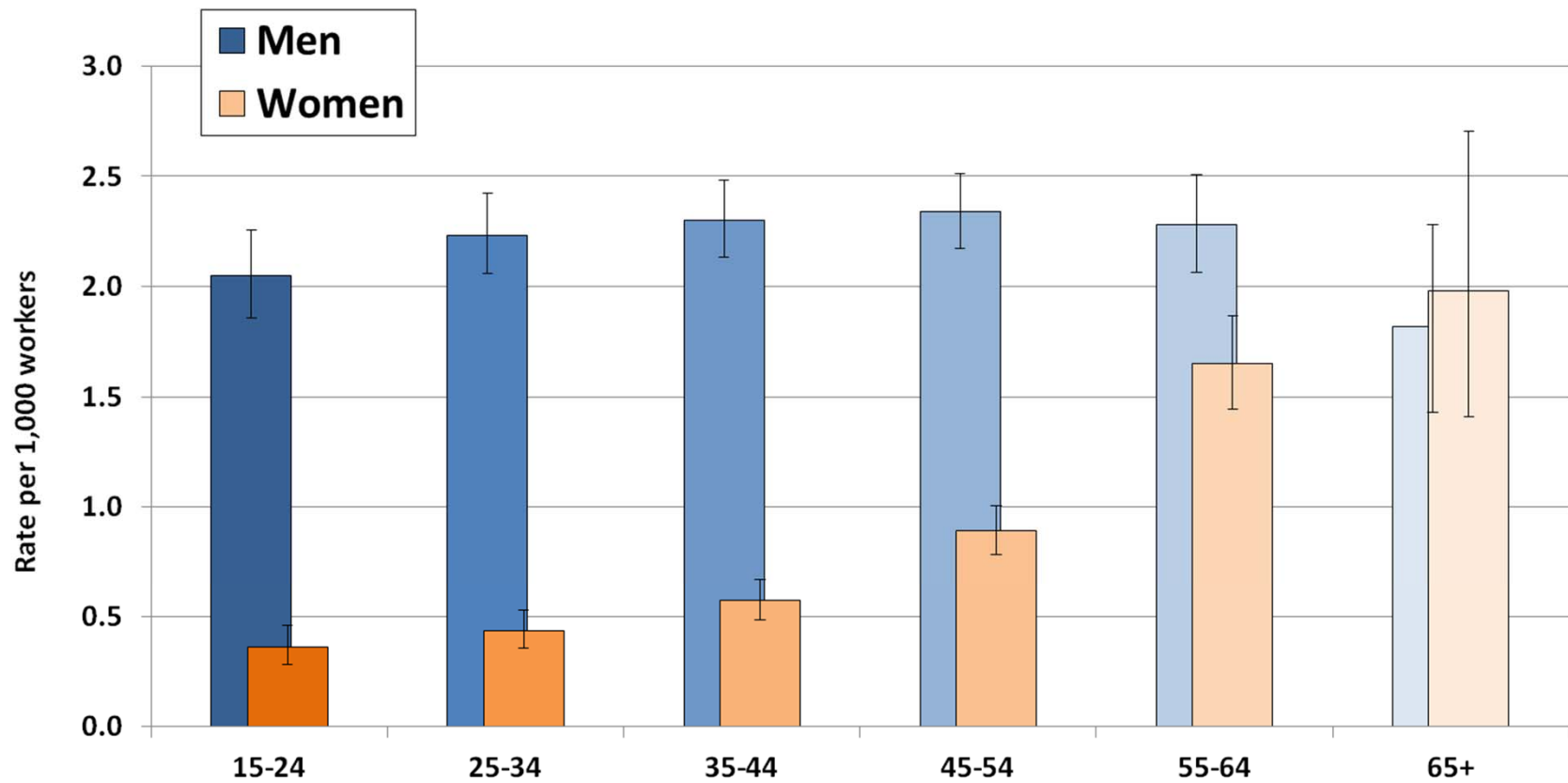


Program effectiveness may depend on who is targeted or participating

Three examples

1. Consider uptake of a consultation program
2. Implementation of an occupational health and safety management system
3. Evaluation of inspection programs

Changing labour market



Serious Injuries - Fractures, British Columbia, 2008

Expertise needed in program evaluation: What happens when different numbers are used?

	PRE-INTERVENTION Incidence rates			POST- INTERVENTION Incidence rates		
	Exposure hours	Raw data	Estimated hours	Exposure hours	Raw data	Estimated hours*
Non- participants	9.49	10.72		19.22	34.08	
Participants	16.30	21.06		16.14	18.34	
All employees	12.78	15.70	8	17.81	26.87	13

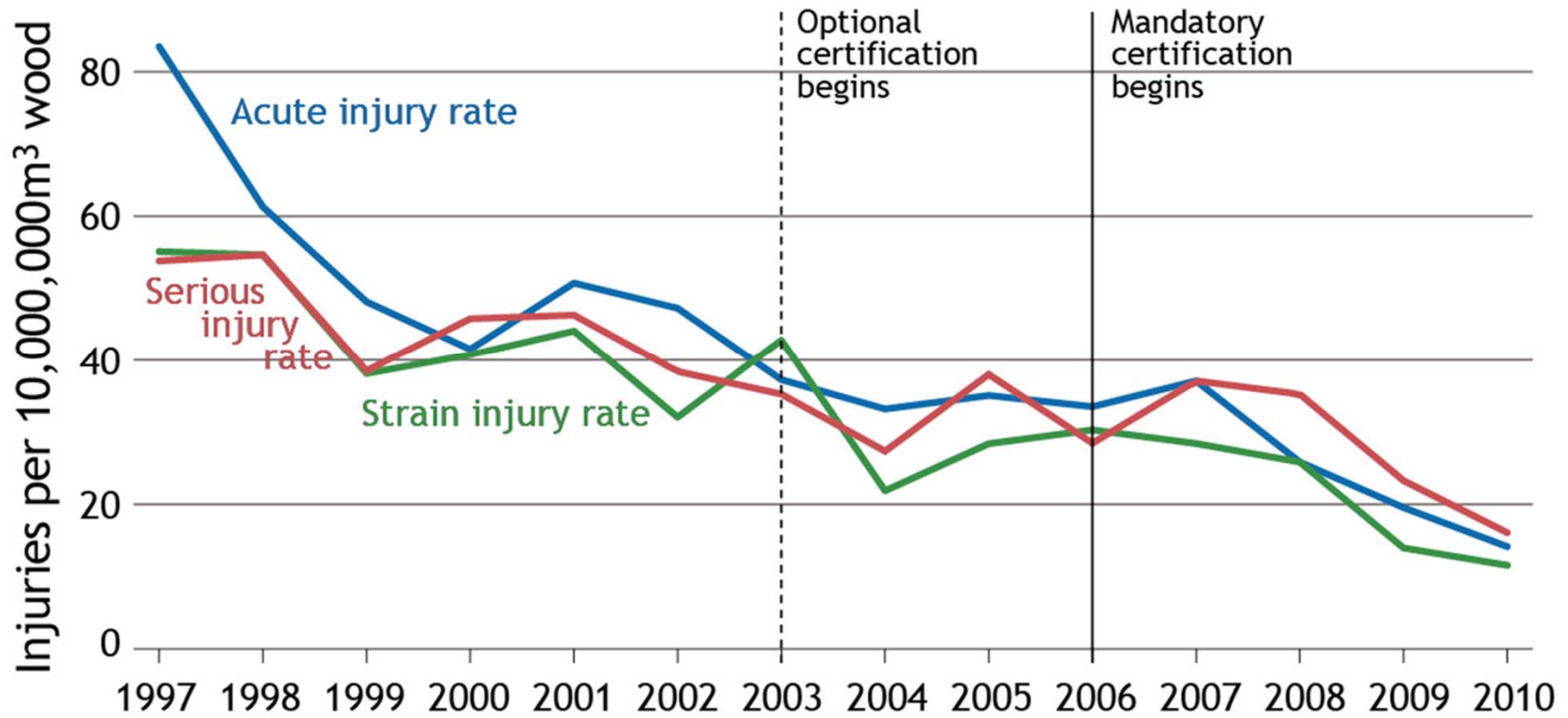
Two issues that too often get lost

- Understanding what is going on inside the black box
- Answering the question ‘where is the bang for the buck?’

Challenges & opportunities

- Better data is being collected across jurisdictions
- More voluntary programs are being implemented across North America with little assessment of whether programs are worthwhile
- Leadership is asking for evidence on program effectiveness

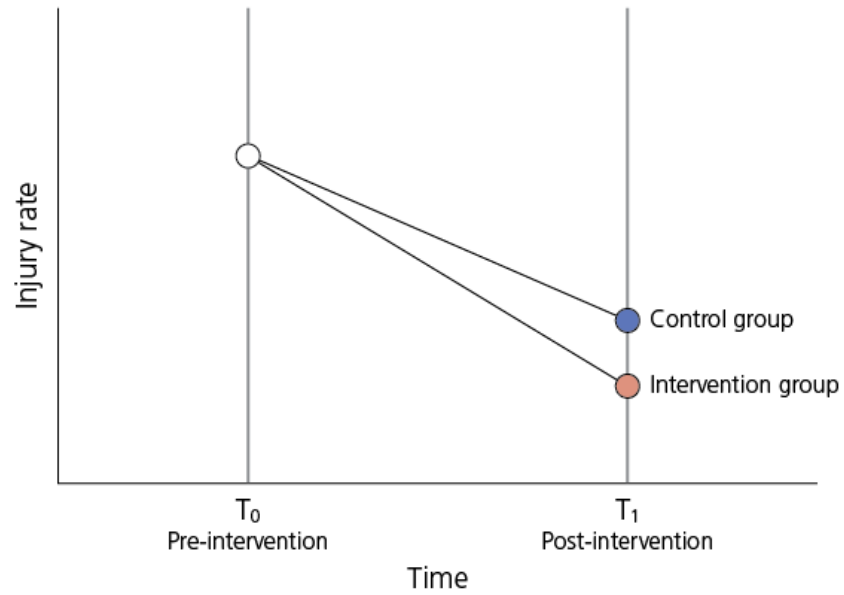
Determining effectiveness



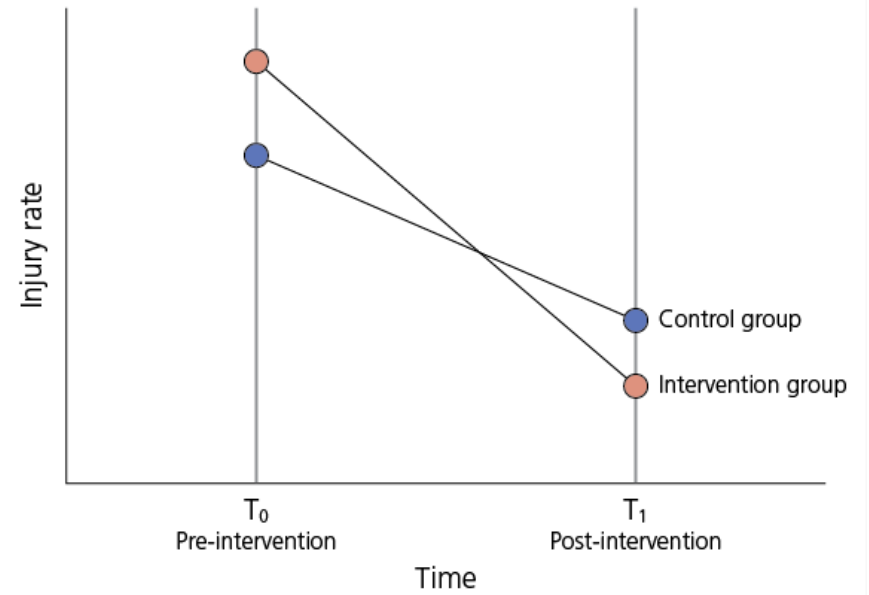
**Evaluation of OHS interventions
needs to be a part of program
implementation from the outset**

Approaches to program evaluation

Randomization



Observational



Linking process and outcome

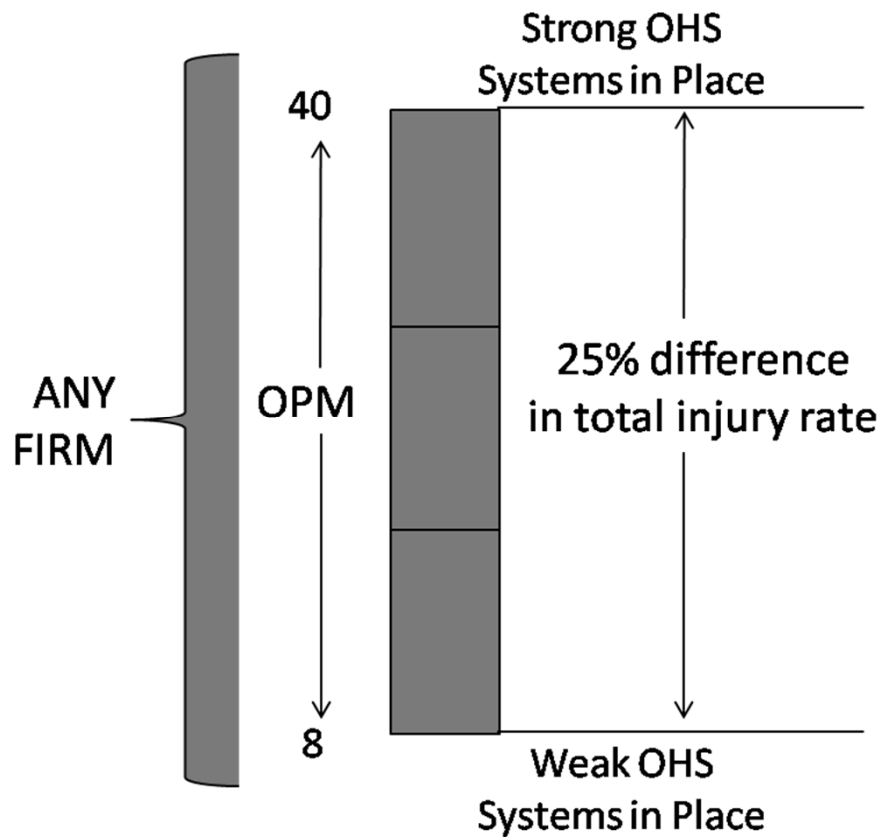
Can we develop a tool to predict firm injury experience, based on an assessment by workplace parties of their current H&S practices?



Leading indicators for...

Low and sustained injury rates

Organization performance metrics linked to OHS outcome

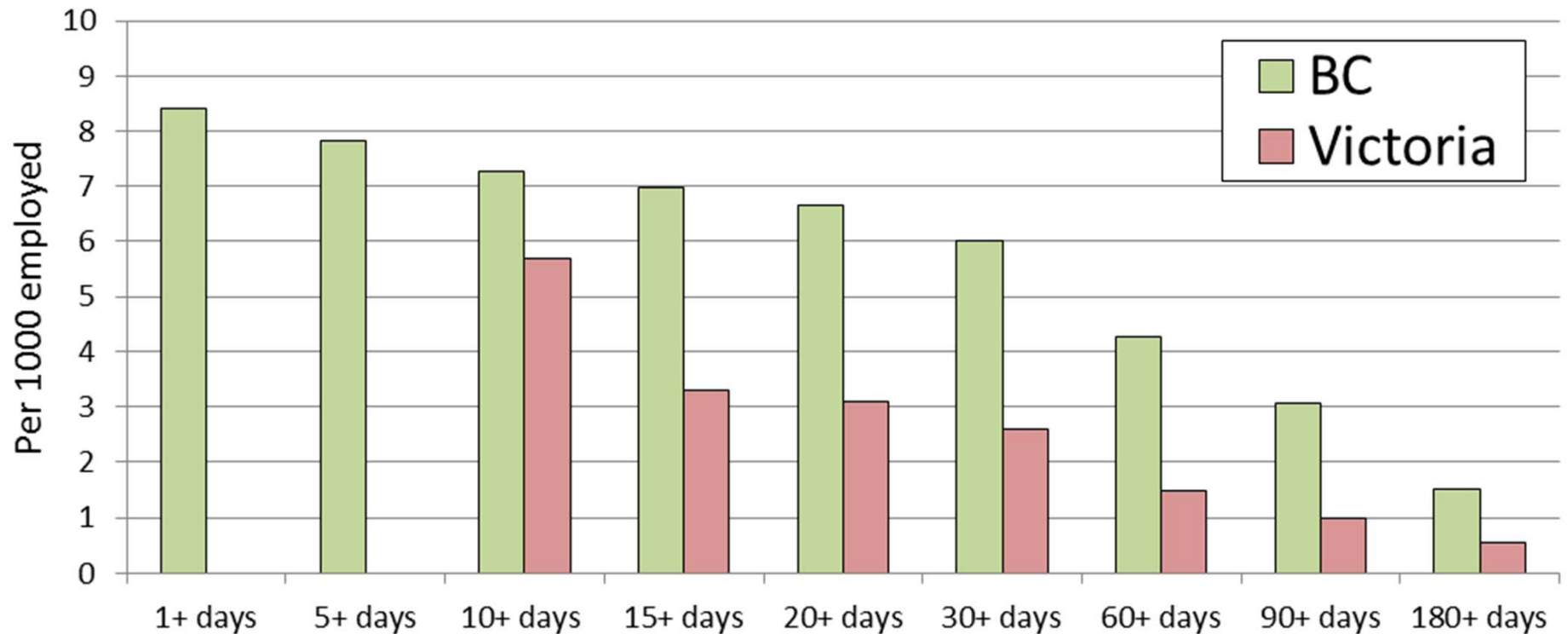


From lowest to highest OPM score there is a 25% change in firms' total injury/illness rate

Effective use of cross-national comparisons

Fractures, all occupations, 2006-2010

Cumulative incidence per 1,000 employed, by wage-loss days



Summary

- Carrots or sticks, or both?
- Interventions need to consider the “new” economy and labour market
- Identifying the right target, area of change
- Evaluation is a part of program implementation
- Multiple approaches to assessing effectiveness

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